

Lue Zboncak

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TECHNICAL SKILLS

Talent

Employer Branding • Onboarding • Sourcing • Recruitment

Operations

Payroll Coordination • HRIS (Workday/BambooHR) • Benefits Administration

People Practices

L&D

Compliance

Workplace Investigations • Employment Law • GDPR • Diversity & Inclusion

PROFILE

HR Manager with a track record building high-impact solutions and improving retention.

WORK EXPERIENCE

HR Manager — Vandervort LLC (2015 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 168 roles across EMEA/US, reducing time-to-hire by 21%.

HR Manager — Dibbert - Heathcote (2022 - 2024)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 121 roles across EMEA/US, reducing time-to-hire by 17%.
- Implemented a performance review program which improved engagement scores by 9 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.

Talent Acquisition Manager — Tremblay Group (2020 - 2020)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 100 roles across EMEA/US, reducing time-to-hire by 18%.
- Rolled out benefits and L&D programs that increased retention in key teams by 17%.

Talent Acquisition Manager — Herzog, Zemlak and Graham (2021 - 2022)

- Implemented a performance review program which improved engagement scores by 10 points.
- Led recruitment for 72 roles across EMEA/US, reducing time-to-hire by 30%.
- Managed complex employee relations issues and maintained compliance with local employment law.

Talent Acquisition Manager — Bosco, Fadel and Gibson (2023 - 2025)

- Led recruitment for 132 roles across EMEA/US, reducing time-to-hire by 25%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 9%.

ACADEMIC BACKGROUND

B.A. Business Administration, Dicki LLC University (2017)

CERTIFICATIONS

- CIPD Level 5/7
- PHR